ANNUAL REPORT 1987-1988

MANITOBA ADVISORY COUNCIL ON THE STATUS OF WOMEN

89-00796/

Manitoba Advisory Council
on the Status of Women
450-500 Portage Avenue
Winnipeg, MB. R3C 3X1

Telephone: (204) 945-6281
TDD Line: (204) 945-1352

Cover Design: Noreen Stevens

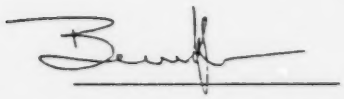
September 29, 1988

The Honourable Charlotte Oleson
Minister Responsible for the Status of Women
Room 357, Legislative Building
450 Broadway
WINNIPEG, Manitoba
R3C 0V8

Dear Minister:

I am pleased to submit to you the Annual Report of the Manitoba Advisory Council on the Status of Women for the 1987-1988 fiscal year. The report summarizes the recommendations and activities of Council during this year.

Sincerely,



Beverly Suek
Chairperson

TABLE OF CONTENTS

Chairperson's Report	4
Advisory Council:	5
Goal Background Mandate Role Structure	
Members of Council	6
Recommendations	8
Community Involvement	16
Future Directions	19
Publications	20
Financial Statement, 1987-1988	21

CHAIRPERSON'S REPORT

Several years ago, I attended a conference where the speaker before me bemoaned the fact that women are powerless. The tone of the speech made it sound like there was absolutely no hope for us. By the end of her twenty minutes, there was a hush in the room, as if a dark cloud had descended.

As Chair of the Manitoba Advisory Council on the Status of Women, I am frequently invited to speak at conferences; at this one, I had the dubious good fortune of following this pessimistic speaker.

But as I looked around, I could not help but see the strength and caring that existed in the room. There were women there from different cultural backgrounds, women with disabilities, and women from northern, urban and rural communities. All had taken their own time to come and share their knowledge. The issues discussed had been hard ones - incest, wife abuse, family law, economic problems, to name a few. They were there, not necessarily because they themselves were confronting these problems, but because they wanted to learn and to help others.

It is true that women are not in what is traditionally seen as positions of power. There are few women in the legislature, few in senior levels in government or business, and even fewer in the judiciary in Manitoba. We definitely need more women there, women who can be involved in decisions which touch on the lives of us all.

But there are many kinds of power. In that room that day, I felt a power and strength that I often feel with other women. It is a grassroots power that comes from sharing with other women, from caring about people and life, about connecting with family and friends, and knowing truth and reality. It is directed at empowering ourselves and others, not in taking power away from others.

This kind of grassroots power has been one of the strengths of women throughout history, and we know that it can be used to move mountains. We are also learning and using traditional types of power, most commonly found in organizations.

At the Advisory Council, our role is to connect with both traditional power and the power of community. Since there are few women in decision making positions in government, we comment on, and make recommendations about, policies and programs and their affect on women. As part of the community of women, we support individual women and women's groups in the activities and issues that they see as important.

The future holds for the Advisory Council, and for all women, the next challenge; to work together to change today's reality to reflect the values and needs of both women and men, for a more egalitarian tomorrow.

Whether our immediate needs are food, health care, jobs, childcare, housing, open spaces, our ultimate interest is the same - restoring value to our own lives and to the community of beings - human, plant, animal - that share life with us.

That common vision, that common value, can be the base of power no one can wield alone - the power to reshape our common lives, the power to change reality.

— Starhawk

Dreaming the Dark (Boston: Beacon Press, 1982)

ADVISORY COUNCIL

Goal

To advance the goal of equal participation of women in society and to promote changes in social, legal and economic structures to that end.

Background

In 1970, the Royal Commission on the Status of Women recommended the creation of a federal Status of Women Council and similar agencies concerned with the status of women in each of the provinces and territories.

As a result of concerted lobbying by women's organizations across the country, a federal Advisory Council on the Status of Women was established in 1973 and several provincial and territorial Advisory Councils have since been brought into existence.

The Government of Manitoba established the Manitoba Advisory Council on the Status of Women through Order-in-Council in 1980.

To ensure its permanence as an independent, arms-length organization, legislation establishing Council under an act was introduced in the Manitoba Legislature on March 2, 1987. Bill 3, The Manitoba Advisory Council on the Status of Women Act, received royal assent on July 17, 1987.

Mandate

To advise the Government of Manitoba on matters relating to the status of women. The Advisory Council advises government on such matters as are referred by government to Council for consideration and on such other matters as Council may consider appropriate to draw to the attention of the Province.

Role

- To identify issues of concern to women and to conduct independent research into these areas.
- To work closely with government officials from a range of departments to promote the development of government initiatives which reflect the right of women to equality.
- To formulate and submit to the Manitoba Government recommendations which can shape policies, programs and legislation, to better serve the needs of women.
- To consult with Manitoba women and women's organizations on existing and emerging issues of concern to women.
- To work in co-operation with women and women's organizations to support and facilitate community activities aimed at improving the status of women.

Structure

The Advisory Council operates as an arms-length body, funded by the provincial government, and reporting directly to the Minister Responsible for the Status of Women.

Council currently consists of a Chairperson and 11 members, appointed through Order-in-Council for terms of three and two years, respectively.

Council is supported by a staff of four.

MEMBERS OF COUNCIL

Council membership is representative of urban, rural and northern women. Members have expertise and experience in a broad range of areas of concern to women, including health, education, law, immigration and settlement, labour, farming, employment and training, economics, the arts, spirituality, and work in the wage sector, parenting and grandparenting.

Council members consult regularly with representatives of women's organizations throughout the province and with individuals who are working at the community level on women's issues. Members bring concerns expressed by Manitoba women to Council's monthly meetings; they determine priorities and formulate recommendations to the Manitoba Government.

Chairperson
Beverly Suek, Winnipeg

Owner and director of the Human Development Center, a small business specializing in training and consulting. Has worked with women's organizations both as a volunteer and as a manager in government. Former Chair of the Women's Employment Counselling Service, and other employment/training committees. Organizer of the first Canadian Women's Music Festival, the first Pre-Trades Training for women, and the Canadian Conference for Women in Trades. Specialist in affirmative action, management programs for women, entrepreneurial training, and organizational development for women's organizations.

Ruth Blaser, Winnipeg

Lutheran Minister, Executive Director for the Division for Church and Society of the Evangelical Lutheran Church in Canada; active in a variety of justice, peace and feminist issues.

Dianne Brown, Manitou

Licensed practical nurse and regional representative on the Executive Council of the Manitoba Organization of Nurses Association (M.O.N.A.).

Sandra DeLaronde, The Pas

Director of Access North, Manitoba Education. On the Board of Directors of the Northern Manitoba Trapper's Festival and The Pas Friendship Centre; also active in the Metis Women's Alliance, the Indigenous Women's Collective, and the Manitoba Metis Federation.

Terri Deller, Brandon

Lawyer and sole practitioner; regional representative of the Brandon Action Committee on the Status of Women.

Michèle Pujol, Winnipeg

Economist with a special interest in economic issues affecting women. Activist in the areas of women's studies, the status of women in education and training, and women's cultural and artistic expression.

Daphne Howard, Winnipeg

Nurse, President of the Congress of Black Women (Manitoba) and member of the Board of Directors of the Women's Health Clinic.

Ruby Reske-Naurocki, Beausejour

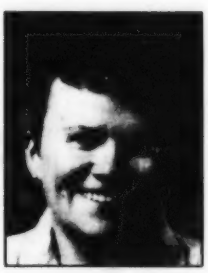
Farmer and poet. Active in agricultural issues and local community issues.

Grace Ivey, Winnipeg

Retired; activist in the areas of reproductive freedom, planned parenthood and family life education in the schools.

Joan Siran, Winnipeg Beach

Homemaker and active member of inter-faith Christian organizations. Also a member of the Evergreen School Division Family Life Education Committee.



Virginia Jamieson, Dauphin

Partner in a small business. Involved in local women's organizations, including the Parklands Status of Women and the Dauphin Crisis Centre.

Zully Trujillo, Winnipeg

Lawyer in Peru, now a planning officer for the Interfaith Pastoral Institute. Actively involved in immigrant women's issues.

Mary Richard resigned from the Advisory Council in January 1987.

RECOMMENDATIONS

I believe that feminism is a revolutionary ideology committed to helping the human race utilize the abilities of all its members so as to achieve their full potential...

- Rosemary Brown

as quoted in "Women of Conviction: 10 Dynamic Feminists Share Their Views", *Herizons*, Vol. 5, No. 2, March 1987

Arts/Culture

It has been important to the Advisory Council that arts and cultural activities in Manitoba reflect women's experience and perspective. Council has discussed concerns and strategies with community groups, as well as with the Winnipeg Art Gallery, the Winnipeg Folk Festival, and the Manitoba Arts Council.

Recommendation

- **that measures be adopted by the Manitoba Government to ensure that women and minority groups are proportionately represented in all arts and cultural activities undertaken and/or funded by government**

Child Care

The Manitoba Government has been in the forefront in pressing for the creation of a national child care system. The Advisory Council supports the government's efforts in this area, including those aimed at creating additional child care spaces in Manitoba.

On Mother's Day in 1987, the Advisory Council participated in a joint Federal/Provincial/Territorial Advisory Council effort and issued a media release, calling on the federal government to create a comprehensive system of affordable, accessible, quality child care.

Recommendations

- **that the federal government take a leadership role in developing a complete and coherent national system of quality child care, similar to that proposed by the Manitoba Government**
- **that a universal child care system include 24 hour care, infant care, rural child care, respite care for homemakers, specialized services for disabled children, and adequate training and remuneration for child care workers**

Education

Sex-Role Stereotyping in the Schools

In May 1987, the Advisory Council presented a brief on sex-role stereotyping to the Manitoba Government's High School Review Panel.

Recommendations

- **that efforts be undertaken to ensure that textbooks and other learning materials used in Manitoba schools, accurately portray the changing roles of men and women**
- **that school practices be examined for evidence of unintentional discrimina-**

tion, and adjusted to ensure equal access to equipment and courses, and equal opportunity to excel. Immediate attention should be focused on those courses in which girls have traditionally be discouraged from taking part: mathematics, science and computer courses

- **that courses on the nature and effect of sex-role stereotyping in the schools be made compulsory for both student-teachers and educators already working in the field**

Family Life Education

In its brief to the High School Review Panel, the Advisory Council reiterated its 1985 recommendations supporting the Family Life Education Program.

A number of Council members also met with officials of their local school boards to urge them to implement Family Life Education.

Family Law

Family Maintenance

The Advisory Council has not yet received a response from the Manitoba Government on recommendations contained in Council's 1985 report, *The Economic Realities of Women Under the Manitoba Family Maintenance Act.*

White Paper on Family Law

The Advisory Council, along with other women's organizations, responded to a request by the Department of the Attorney-General to make recommendations regarding its White Paper on Family Law. It is expected that the White Paper will be released to the public in the near future.

Access Enforcement

For some time, the Government of Manitoba has been considering the establishment of a program to enforce access orders. Although Access Enforcement is not seen by the Advisory Council as a priority issue, Council did make recommendations to the department of the Attorney General.

Recommendations

- **that where enforcement of existing access orders may be detrimental to children, legal assistance to amend such orders be made available to custodial, as well as non-custodial, parents**
- **that the Access Enforcement Program take into account the fact that many custodial parents are single parents, possessing limited resources. No parent should be coerced into acquiescing to the demands of another due to lack of resources, or fear of legal reprisals**
- **that sufficient resources be allocated to the Program to ensure that there are enough conciliators to handle cases quickly, and to schedule evening and weekend meetings to accommodate the schedules of working parents**

Gender Neutral Language

The Advisory Council believes that language is a very important tool in achieving equality. While language reflects the beliefs and attitudes of groups in society, modifications to its usage can play a significant role in shaping views, and thus, promoting social change.

Recommendation

- **that the Manitoba Government pass legislation requiring that all provincial statutes be drafted using gender neutral**

terminology. This requirement must apply to both English and French language statutes

Government Boards and Commissions

The record of the Manitoba Government in respect to the appointment of women to provincial Boards and Commissions is one of the best in Canada. Women now make up 40% of all such appointments.

It has been a priority for the Advisory Council that women and men be represented in equal numbers in decision-making positions within the Manitoba Government. In view of the importance of equal representation, Council monitored appointments to provincial Boards and Commissions, drawing the attention of government to those instances where there were insufficient numbers of women appointees.

Government Funding

Women's Program, Secretary of State

In March 1987, the Advisory Council presented a brief on the objectives and funding criteria of the Women's Program, before a House of Commons Standing Committee on Secretary of State. In April, a written brief was submitted to the Standing Committee, reiterating Council's support for the Women's Program. Council also recommended that funding through the Program be provided only to groups which are clearly committed to working towards equality for women and men.

In addition to making recommendations on the Women's Program, which are detailed in Council's 1986-87 Annual Report, the Advisory Council expressed concern regarding the manner in which the Standing Committee hearings were held.

Recommendations

- **that sufficient advance notice of public hearings be provided to all organizations to give them an opportunity to develop well researched submissions, and arrange for members to attend**
- **that child care be provided at public hearings to facilitate the participation of women who might not otherwise be able to attend**
- **that women be adequately represented on all government standing committees and task forces, particularly those dealing with women's issues**

Manitoba Lotteries Foundation

In 1987, the Manitoba Government commissioned a study on the distribution of Manitoba Lotteries Foundation funds. The Advisory Council met with the consultants undertaking the study.

Recommendations

- **that women and men share equally in funds distributed by all Manitoba Lotteries Foundation umbrella groups**
- **that specific criteria for funding decisions by umbrella groups be established to ensure equity in the distribution of funds**
- **that women's organizations be consulted on changes to the Manitoba Lotteries Foundation to ensure their full participation in future**

Council is currently conducting a study of Manitoba Lotteries funding, which is to be released in 1988-89.

Health

Women and Mental Health

After reviewing the Canadian Mental Health Association report, *Women and Mental Health in Canada: Strategies for Change,* the Advisory Council highlighted for the Manitoba Government the following two issues:

i) the specific needs of women in this area have not been given adequate attention either in research or in the delivery of service; and

ii) women's mental health is related to all aspects of women's lives.

Recommendation

- **that the Manitoba Department of Health take immediate action in prioritizing the specific needs of women in the area of mental health, in respect to both research efforts and the delivery of mental health services**

New Reproductive Technologies

The issue of new reproductive technologies was priorized by the Advisory Council in 1986-87. New reproductive technologies include artificial insemination, in vitro fertilization, gamete intrafallopian transfer, uterine lavage and surrogate motherhood.

Since 1986, the Advisory Council has been gathering information on new reproductive technologies, and monitoring related events and initiatives in Canada, the United States and elsewhere. In October 1987, Council released a short paper entitled "New Reproductive Technologies: Definitions and Questions".

The accelerating development and use of new reproductive technologies has far-reaching implications for Manitoba women and their families. Although little research has been conducted in this area, it became clear to Council that one aspect, that of third party profiteering from surrogacy arrangements, requires immediate action.

Recommendation

- **that the Manitoba Government pass legislation prohibiting third parties, either individuals or firms, from profiting from surrogacy arrangements**

Reproductive Health

In the wake of the January 1988 Supreme Court decision to strike down federal abortion laws, the Manitoba Government moved quickly in relation to the disbanding of hospital Therapeutic Abortion Committees, the expansion of non-directive education and counselling, and the payment of professional fees for abortions performed in hospitals and other approved facilities. The Advisory Council commended the government on these decisions, emphasizing the importance of ensuring for all Manitoba women, equal access to the full range of reproductive health care services.

Council also sent a telegram to the federal government urging it to ensure that all Canadian women have free and equal access to abortion and other reproductive health services.

Midwifery

In May 1987, the Advisory Council released a discussion paper on the issue of midwifery. *Midwifery: A Discussion Paper* was distributed widely across Manitoba and throughout Canada.

Human Rights

New Human Rights Code

On May 29, 1987, the Manitoba Government introduced Bill 47, the Human Rights

Code. A legislative standing committee was established in July to hear presentations by the public. The Advisory Council appeared before the committee, made an oral presentation, and then submitted a written brief.

Recommendations

- **that discrimination on the basis of pregnancy and/or gender related characteristics be specifically prohibited**
- **that sexual orientation be included in prohibited grounds for discrimination**
- **that provisions regarding systemic discrimination be retained in the Code to allow for the recognition and prohibition of systemic differential treatment**
- **that Section 11 of the Code, referring to Affirmative Action, be strengthened to empower the Human Rights Commission, and adjudicators, to order employers to implement affirmative action, should evidence suggest that this is necessary**
- **that the Manitoba Government be commended for adding a section on sexual harassment to protect working men and women**
- **that section 14(11), concerning freedom of speech, be clarified**
- **that 50% of all Commissioners and adjudicators appointed under the Code be women, with proportionate representation from minority groups**

Human Rights Adjudicators

Prior to the appointment of Human Rights adjudicators, the Advisory Council wrote to the Attorney-General and met with the Minister Responsible for the Status of Women, reiterating the importance of ensuring that adjudicators be representative of the many groups which the Human Rights Code was designed to protect.

Recommendation

- **that at least two of the five Human Rights adjudicators appointed by the Manitoba Government be women**

Sexual Harassment

With the passage of the new Human Rights Code, the Manitoba Government's personnel policy on sexual harassment became significantly outdated. The Advisory Council wrote to the Minister Responsible for the Civil Service, and met with government officials to discuss changes to the policy.

Recommendations

- **that the Manitoba Government's personnel policy on sexual harassment be rewritten and updated**
- **that the onus for remedial action in cases of sexual harassment be placed on managers, and that managers be held accountable**
- **that guidelines be established to ensure that complaints of sexual harassment are dealt with effectively and within reasonable time limits**
- **that the Minister ensure that managers and employees are made aware of their rights and responsibilities under the new personnel policy**
- **that the number and types of sexual harassment complaints be monitored to ensure that they have been satisfactorily resolved**

Justice

Sentencing in Manitoba Courts

The Advisory Council has, on several occasions, drawn to the attention of Manitoba's Attorney General, the inappropriateness of sentencing of perpetrators of violence against women. Noting that many sentences do not reflect the severity of the crimes, Council has requested that the Attorney General's office appeal several court decisions.

Judicial Education

The Advisory Council believes that it is essential that education be provided to judges to increase their awareness of equality issues, and issues such as incest, sexual assault and wife abuse.

Recommendation

- **that the Manitoba Government urge its federal and provincial counterparts to jointly establish a Judicial Education Centre, which would provide training programs for the judiciary with special emphasis on issues of violence against women, and equality guarantees under the Charter of Rights and Freedoms**

Women in the Judiciary

The appointment of women to the provincial court bench has been a priority of Council. Prior to the appointment of three women judges in January 1988, there were no women provincial court judges in Manitoba.

Recommendation

- **that the Manitoba Government act swiftly to redress the lack of representation of women and minority groups among provincial court judges. The appointment of women and representatives of minority groups should be priorized when vacancies occur**

Labour Force Equality

Affirmative Action

Affirmative Action within the Manitoba Civil Service has, for some time, been a priority of the Advisory Council. In 1987-88, Council focused on three government departments, Industry, Trade and Technology; Agriculture; and Natural Resources; all of which employ few women workers. Council's Chairperson and members met with the Ministers of these departments, recommending strategies for moving women departmental employees into managerial and other non-traditional positions.

The Advisory Council also gathered data indicating the number of female Civil Servants currently occupying trades positions. Having verified the serious underrepresentation of women in this area, Council brought this to the attention of the Manitoba Government.

Recommendations

- **that the Manitoba Government investigate qualification requirements for trades positions, in an effort to eliminate systemic barriers to women's employment**

- **that the Manitoba Government target entry level positions, such as Trades Helper positions, for the active recruitment of women workers**

Pay Equity

The Advisory Council strongly supports the Manitoba Government initiative in the area of pay equity. Economic equality, however, depends, in part, on the extension of pay equity beyond the public sector.

Recommendations

- **that pay equity be extended through legislation to Manitoba municipalities and school boards**

- **that pay equity be extended through legislation to Manitoba's private sector**

Manitoba Jobs Fund

In January 1988, the Advisory Council received a formal response from the Manitoba Government to its report, *Women in the Labour Force: A Case Study of the Manitoba Jobs Fund.* In the report, Council documented the fact that women were seriously under-represented in Manitoba Jobs Fund (MJF) programs, and that those who did gain employment through the Fund were overwhelmingly concentrated in low-paying female job ghettos.

The government's response included status reports and proposed strategies by each department participating in the MJF. In reviewing the response, Council found that, in most instances, departments do not possess the data base required to make status reports regarding gender parity. Council found also that, with few exceptions, departments did not demonstrate an understanding of issues raised in Council's report, nor did they propose specific strategies aimed at increasing MJF employment opportunities available to women.

Recommendations

- **that the Manitoba Government establish data collection systems within departments, so that the numbers of women and men participating in government programs can be identified and monitored**

- **that the Manitoba Government develop specific strategies, with reasonable time frames, to ensure that men and women share equitably in benefits derived through government employment initiatives, including MJF programs**

Western Diversification

In August 1987, the Advisory Council responded to the federal government's Western Diversification Initiative by releasing a paper entitled, "Response to the Position Paper on the Framework for Diversification in Western Canada". Council's paper highlights the fact that the Western Diversification Initiative does not address the needs of women workers, nor the need for a social services infrastructure to accompany planned economic developments. Recommendations to ensure that women and their families benefit from Western Diversification are included in the paper, and deal with the issues of women's access to jobs and training, the expansion of the service sector, investment initiatives and social services.

Language Training

In response to an initiative undertaken by the Ontario Advisory Council on Women's Issues, the Advisory Council wrote to the Manitoba Government supporting the principle that all immigrant women should have access to language training for the purpose of skill development, access to employment opportunities and services in order to facilitate their full participation in Canadian society. Council urged government officials to press their federal counterparts to take measures to eliminate disparities in access to subsidized language education.

Manitoba Telephone System

In July 1987, the Advisory Council, together with other women's groups and Aboriginal organizations, voiced strong concerns regarding advertisements in the 1987 Winnipeg Telephone Directory. The advertisements included negative portrayals of women and Aboriginal people.

Recommendations

- **that the Manitoba Telephone System (MTS) establish policy guidelines which specifically prohibit sexist and racist advertising**
- **that MTS monitor its advertising to ensure the inclusion of positive images of women and minority groups in the next and all subsequent Telephone Directories**
- **that MTS strengthen its affirmative action program to ensure that women and minority groups are fully represented at all decision-making levels with the corporation**

Meech Lake Accord

The Advisory Council, along with a number of other Manitoba women's organizations, came together in August 1987 to form the Ad Hoc Committee on the Meech Lake Accord. The Ad Hoc Committee has called on both the provincial and federal governments to make amendments to the Meech Lake Accord, which will guarantee women's equality rights. The Advisory Council also made recommendations to the Manitoba Government.

Recommendations

- **that a specific clause be added to the Meech Lake Accord, guaranteeing that equality rights contained in the Charter of Rights and Freedoms prevail over the Accord**
- **that provisions in the Accord, which allow provinces to opt out of national programs, be changed to ensure that Canadians everywhere will continue to benefit equally from national programs, such as child care, health care, enforcement of maintenance, and so on**

Wife Abuse

Services for battered women and their children have always been severely strained. This is especially true in northern and rural areas, where services are even more limited. Advisory Council members from rural areas were active in urging government to fund rural shelters and crisis services.

Recommendation

- **that the Manitoba Government ensure secure, long-term, adequate funding for crisis services and shelters for abused women and their children, giving special consideration to the needs of rural and northern areas**

Council also supported the request of Osborne House, a Winnipeg shelter, for funds for a new facility.

COMMUNITY INVOLVEMENT

To expect that the goal of full equality could be reached in a single generation is to belittle the magnitude of the task. There *is* much that has yet to be accomplished. But we have reason to be proud.

- Flora MacDonald

as quoted in "Women of Conviction: 10 Dynamic Feminists Share Their Views", *Herizons*, Vol. 5, No. 2, March 1987

As advisor to the Manitoba Government on matters of concern to women, it is essential that the Advisory Council is active in the community and accessible to women's organizations across the province. Council serves as a link between women and the Manitoba Government, ensuring that the priority concerns of women are brought to the attention of government decision-makers.

Council supports the efforts of women's organizations and often brings individuals and groups together on issues of common concern. Administrative assistance is also offered to groups by providing them with meeting space, use of photocopying facilities and postage.

The following are examples of some of Council's community activities in 1987-88:

New Reproductive Technologies

Because information regarding new reproductive technologies and their social, ethical and legal implications is limited, the Advisory Council undertook informal sessions at the community level to share information and promote discussion in this area. Such sessions were held in Winnipeg with representatives of a number of women's organizations, and in rural communities such as Beausejour, Manitou and Winnipeg Beach. Sessions were also held with the memberships of specific women's organizations including the Manitoba Women's Institute, the Provincial Council of Women and the Status of Women Committee of the Manitoba Federation of Labour.

Manitoba Women's Agenda

The Advisory Council assisted the organizers of the second annual Manitoba Women's Agenda in holding a conference in October 1987. Over 40 women's organizations from across Manitoba were represented at the conference. Specific resolutions were adopted by groups, and later presented to elected officials as priority issues of concern to Manitoba women. Council members and staff served as workshop facilitators at the conference.

International Women's Day

Advisory Council members in Winnipeg, and in rural and northern Manitoba, hosted events in celebration of International Women's Day, March 8th. Council's Chairperson also acted as "Mistress of Ceremonies" at the public reception held at the Manitoba Legislature.

Manitoba Election '88

In preparation for the provincial election in April 1988, Advisory Council members prepared a series of questions on a variety of topics to assist

women in putting questions to their local candidates. The questions were distributed by Council to women's groups throughout Manitoba.

Pornography

The Advisory Council was among several organizations which came together in 1986 to sponsor a Manitoba tour of Theatre Parminou, a Quebec-based theatre troupe. In the fall of 1987, "Intimate Invasion" (Ça crève les yeux, ça crève le coeur), a play on the issue of pornography, was performed by Theatre Parminou in a number of communities in rural and northern Manitoba, and in Winnipeg. Performances, and panel discussions which followed, were well received.

Spokesperson's Guide

In September 1987, the Advisory Council sponsored the compilation and printing of a "Spokesperson's Guide", designed to assist women and women's organizations in working with the media and with the public. The Guide contains a number of useful suggestions for preparing for news conferences, media interviews, speaking engagements and so on. It was distributed free of charge by Council to women's organizations throughout the province.

Economic Seminars

In June 1987, the Advisory Council sponsored two seminar sessions with Monica Townson, an Ottawa economist working in the area of women's issues. The first session focused on employment legislation as it relates to domestic workers, and was attended by members of the Manitoba Chapter of the Congress of Black Women. The second session, which was attended by staff of the Manitoba Women's Directorate and other women working in government, dealt with women and current economic issues.

Midwifery

Using Council's discussion paper as a basis for discussion, Council held consultation sessions on the issue of midwifery with women in Beausejour, Dauphin, Souris, Thompson and Norway House. Consultation sessions were also held in Winnipeg with representatives of women's organizations, and with specific groups including the Metis Women's Alliance, immigrant women, childbirth educators and the College of Physicians and Surgeons. The views expressed by women during the consultation process will frame the basis of Council's formal recommendations to the Manitoba Government.

Women with Disabilities

The Advisory Council undertook a project designed to facilitate the participation of women with disabilities in women's organizations. Council contacted a variety of women's organizations, and presentations on the barriers faced by women with disabilities were made to their Boards of Directors. Information on women's organizations was also provided to women with disabilities. In some instances, meetings were arranged, bringing these women together with representatives of organizations to explore ways of enabling their active participation within these organizations.

Women's Resource Centres

The Advisory Council, along with government officials and representatives of a number of women's organizations, has been involved in a Joint Consultation Committee on Women's Resource Centres. The purpose of the Committee is to assist the Manitoba Government in developing a policy mandate for the establishment of women's resource centres, and delineating program parameters.

Joint Meetings of Advisory Councils

Twice a year, the Chairperson of the Advisory Council attends joint meetings of Federal/Provincial/Territorial Advisory Councils to discuss issues of mutual concern. All jurisdictions are represented, with the exception of British Columbia, which does not as yet have an Advisory Council.

Meetings of Ministers Responsible for the Status of Women

Council's Chairperson is a member of the Manitoba delegation to the annual meeting of the Federal/Provincial/Territorial Ministers Responsible for the the Status of Women. Advice is provided by Council to the Minister on issues being discussed at these meetings.

Speaking Engagements

Both the Chairperson and members of the Advisory Council are available to speak to groups about issues of concern to women. The following are examples of topics covered in 1987-88:

- **Aboriginal Women and the Canadian Constitution**
  "Women's Global Perspective: Bridging the Gaps in Their Constitutions", Philadelphia, USA
- **Women and Social Policy**
  School of Social Work, University of Manitoba
- **Women as Managers**
  Manitoba Department of Agriculture
- **Equality, Justice and Women**
  Manitoba Justice Festival 1987
- **Affirmative Action**
  School of Administrative Studies, University of Manitoba
- **New Reproductive Technologies**
  Faith Christian Centre, Gimli, Manitoba

In addition to speaking at conferences, Council members attended a wide range of conferences as participants. Examples include:

- **Women and Wellbeing**
- **Maternity in the Laboratory, International Forum on Reproductive Technologies**
- **Women's Global Perspective: Bridging the Gaps in Their Constitutions**
- **Workshop on the Homeless**
- **Women and Power**

Council's Chairperson and members are frequently asked by representatives of the media to comment on current issues of concern to women. Numerous interviews have been conducted in both French and English.

FUTURE DIRECTIONS

The women's movement is still strong, growing and influential. If we work together to build a mass movement of women ... and continue to build mass actions and put forward our analysis, then we will figure out, not just how to fight back, but how to move forward ...

- Carolyn

as quoted in "What Are Our Options?", Maureen Fitzgerald et. al., *Still Ain't Satisfied!* (Toronto: Women's Press, 1982)

Although the Advisory Council will continue to respond to emerging issues of concern, Council has identified a number of major areas for activity in 1988-89.

Midwifery

In the fall of 1988, the Advisory Council will submit to the Manitoba Government, formal recommendations on the issue of midwifery. These recommendations will be based on the views expressed by Manitoba women during consultation sessions held this year by Council.

New Reproductive Technologies

The Advisory Council has requested additional resources from the Manitoba Government to undertake research and public consultations in the area of new reproductive technologies.

Government Funding

A review and assessment of grants made by the Manitoba Lotteries Foundation will be undertaken by the Advisory Council. A study of departmental expenditures is also planned.

Recommendations will be formulated and submitted to the Manitoba Government to ensure the equitable distribution of public funding.

Non-Traditional Occupations

The Advisory Council will conduct an analysis of apprenticeship training in Manitoba, as well as an analysis of both the participation of female civil servants in non-traditional employment areas, and current governmental systems designed to facilitate such participation.

Recommendations to promote the participation of women in non-traditional occupations will be made.

Joint Advisory Council Meeting

In October 1988, Council will host the autumn Joint Meeting of Federal/Provincial/Territorial Advisory Councils. Plans to include Manitoba women and representatives of local women's organizations on the agenda of the Joint Meeting are currently underway.

PUBLICATIONS

The Advisory Council has prepared and released a number of research reports on a variety of issues of concern to women. The following publications are available free of charge from Council office:

- Annual Report, 1986-87
  November 1987
- New Reproductive Technologies: Definitions and Questions
  October 1987
- Spokesperson's Guide
  September 1987
- Response to the Position Paper on the Framework for Diversification in Western Canada
  August 1987
- Midwifery: A Discussion Paper
  May 1987
- Submission to the High School Review Panel
  May 1987
- Moving Forward: A Triennial Report (December 1982 - March 1986)
  March 1987
- Women in the Labour Force: A Case Study of the Manitoba Jobs Fund
  February 1987
- The Economic Realities of Women Under the Manitoba Family Maintenance Act
  October 1985
- Women and Limestone
  February 1985
- The "System's" Response to Victims of Incest in Manitoba
  January 1985
- Sexual Assault: Manitoba Concerns
  January 1985
- Some Concerns of Rural and Farm Women
  November 1984
- The Economic Realities of Women
  November 1984
- Pornography: Presentation to the Special Committee on Pornography and Prostitution Appointed by the Minister of Justice of Canada
  April 1984
- Information on Pornography
  June 1983
- Reproductive Health: Recommendations to the Government of Manitoba
  May 16, 1983
- Report on the Manitoba Pension Commission Hearings
  March 29, 30, 1983

FINANCIAL STATEMENT, 1987 - 1988

Salaries	
Managerial	36,969
Professional/Technical	23,205
Administrative Support	42,702
Total Salaries	**$102,876**
Other Expenditures	
Personal Services	48,130
Transportation	14,391
Communication	15,240
Supplies and Services	35,640
Other Operating	13,098
Total Other Expenditures	**$126,499**
Total Expenditures	**$229,375**

Haworth
Burgess
CERTIFIED GENERAL ACCOUNTANTS

203-666 St. James Street
Winnipeg, Manitoba R3G 3J6
Telephone (204) 786-8948

AUDITORS' REPORT

To the Chairperson and Members of the Council
Manitoba Advisory Council on the Status of Women

We have examined the statement of operations of the Manitoba Advisory Council on the Status of Women for the year ended March 31, 1988. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances. Our examination was confined to the verification of recorded expenditures.

In our opinion, subject to the limitation in the scope of our examination referred to in the preceding paragraph, these financial statements present fairly the financial position of the program as at March 31, 1988, and the results of its operation for the year then ended in accordance with generally accepted accounting principles.

Haworth Burgess

Certified General Accountants

August 16, 1988
Winnipeg, Manitoba